

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

USDA (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	531	478	536	550	546	210
Number of Complainants	394	466	520	532	512	208
Repeat Filers	21	7	12	13	27	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Race	183	174	231	224	213	100
Color	44	23	39	61	66	30
Religion	13	15	23	24	20	8
Reprisal	252	197	267	289	315	110
Sex	180	166	221	236	215	95
PDA	0	0	0	0	2	3

National Origin	61	50	61	65	59	27
Equal Pay Act	3	2	4	3	8	3
Age	170	167	202	183	202	80
Disability	93	102	114	144	153	54
Genetics	0	0	2	2	3	0
Non-EEO	34	45	46	55	45	19
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	20	22	42	25	37	13
Assignment of Duties	79	55	73	101	122	45
Awards	21	11	22	24	24	4
Conversion to Full-time	0	1	0	1	2	0
Disciplinary Action						
Demotion	4	5	3	7	2	1
Reprimand	25	15	29	43	29	11
Suspension	23	28	22	40	30	14
Removal	7	6	5	10	13	2
Other	11	10	15	28	18	8
Duty Hours	9	5	5	16	12	2
Evaluation Appraisal	66	63	76	63	87	42
Examination/Test	2	1	1	4	1	0
Harassment						
Non-Sexual	241	187	238	312	276	99

Sexual	15	13	25	16	13	12
Medical Examination	0	1	2	4	2	0
Pay (Including Overtime)	5	10	15	14	30	18
Promotion/Non-Selection	119	109	143	119	126	50
Reassignment						
Denied	9	5	9	14	20	5
Directed	35	21	22	34	35	18
Reasonable Accommodation	28	35	41	58	63	15
Reinstatement	1	3	0	2	0	0
Retirement	6	1	6	3	2	1
Termination	35	35	41	37	40	14
Terms/Conditions of Employment	50	38	56	90	179	70
Time and Attendance	32	25	34	59	52	12
Training	34	24	38	50	41	11
Other	59	61	78	60	27	8
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	238.71	333.76	307.79	267.09	243.44	224.31
Average number of days in final action	573.75	361.15	166.21	195.47	144.95	179.07
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	243.36	282.33	272.33	240.56	250.59	232.43
Average number of days in final action	287.92	391.80	113.55	137.33	134.16	225.67

Complaint pending during fiscal year where hearing was not requested														
Average number of days in investigation			231.64	387.61	355.38	304.74	233.21	211.85						
Average number of days in final action			753.55	321.85	210.10	237.54	151.88	103.51						
Complaints Dismissed by Agency				Comparative Data										
				Previous Fiscal Year Data							2014Thru03-31			
				2009	2010	2011	2012	2013						
Total Complaints Dismissed by Agency				41	54	67	45	72	32					
Average days pending prior to dismissal				293	273	122	100	99	95					
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants				27	34	32	32	29	16					
Total Final Agency Actions Finding Discrimination			Comparative Data											
			Previous Fiscal Year Data								2014Thru03-31			
			2009		2010		2011		2012				2013	
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			1		9		5		1		5		2	
Without Hearing			0	0	0	0	0	0	0	0	0	0	0	0
With Hearing			1	100	9	100	5	100	1	100	5	100	2	100
Findings of Discrimination Rendered by Issue			Comparative Data											
			Previous Fiscal Year Data								2014Thru03-31			
			2009		2010		2011		2012				2013	
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			10		23		30		17		19		2	
Appointment/Hire			0	0	0	0	0	0	0	0	2	11	0	0

Assignment of Duties	0	0	3	13	4	13	2	12	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	10	1	4	2	7	0	0	2	11	0	0
Removal	0	0	1	4	0	0	0	0	1	5	0	0
Other	0	0	0	0	0	0	1	6	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	10	1	4	3	10	3	18	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	10	11	48	16	53	9	53	5	26	0	0
Sexual	0	0	0	0	0	0	1	6	1	5	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	1	3	1	6	0	0	0	0
Promotion/Non-Selection	6	60	4	17	6	20	1	6	4	21	2	100
Reassignment												
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	1	10	1	4	6	20	1	6	1	5	0	0
Reasonable Accommodation	0	0	2	9	4	13	4	24	3	16	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	4	1	3	0	0	0	0	0	0

[illegible]

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	29	0	0	0	0	1	25	2	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	100	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	25	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	14	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	1	14	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	9		16		27		16		15		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	7	0	0
Assignment of Duties	0	0	1	6	2	7	2	13	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	11	1	6	2	7	0	0	2	13	0	0

Removal	0	0	1	6	0	0	0	0	1	7	0	0
Other	0	0	0	0	0	0	1	6	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	11	0	0	3	11	3	19	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	11	8	50	15	56	8	50	5	33	0	0
Sexual	0	0	0	0	0	0	1	6	1	7	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	11	0	0	1	4	1	6	0	0	0	0
Promotion/Non-Selection	6	67	2	13	6	22	1	6	3	20	0	0
Reassignment												
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	0	0	1	6	6	22	1	6	1	7	0	0
Reasonable Accommodation	0	0	2	13	4	15	4	25	2	13	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	4	0	0	0	0	0	0
Termination	0	0	0	0	2	7	1	6	2	13	0	0
Terms/Conditions of Employment	1	11	0	0	2	7	0	0	2	13	0	0
Time and Attendance	0	0	1	6	2	7	2	13	2	13	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	2	13	0	0	1	6	2	13	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	517	457	489	521	561	809
Total Complainants	391	335	415	474	516	727
Number complaints pending						
Investigation	76	85	63	46	42	82
ROI issued, pending Complainant's action	1	11	12	5	1	20
Hearing	275	233	281	335	400	588
Final Agency Action	146	98	100	106	97	85
Appeal with EEOC Office of Federal Operations	27	32	35	36	47	55
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	171	173	119	82	63	62